

**Do you have any comments or suggestions on the Pitt Principles statement?**

I think the list of five principles is very good, but I feel that one point is missing or strongly underemphasized: Our commitment to providing education and making that education accessible to, in principle, everybody (as opposed to a privileged or wealthy minority). In the current draft, teaching and education is only mentioned in passing under some of the principles, but I think it deserves a much more prominent role.

**Do you have suggestions on what topics should be covered on the first open forum (Oct. 10th)?**

Pitt's commitment to providing education and making that education accessible and affordable (see above).

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The statement "practices in teaching, research, and professional conduct. The University appreciates and recognizes excellence in all forms of scholarship and encourages the production of socially useful knowledge in cooperation with partners in academia, in the public and private sectors, and ..." concerns me in its' definition of the pursuit of knowledge that is " socially useful" is much to narrow a definition for academic freedom. In the study of basic science I have learned that such "socially useful" knowledge in many cases takes years to come to fruition. Further, the term itself require a subjective evaluation that lend itself to political influences that would degrade the concept of academic freedom. The current discrimination of "research professor, adjunct and so on" insures that only a few faculty professor are entitled to the freedoms and benefits of the University culture. This practice demeans your guiding principals message and or statement and this"academic apartheid" needs to stop.

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These are a great start. I was wondering if there will be a specific guiding principle regarding conflicting interests and resolution of them.

I am sorry that I cannot attend, but applaud the effort put into this project thus far.

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Please investigate the issue of seniority within departments, where all employees have the same job title and salary grade.

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I do not understand why social justice has to be evoked. It is not necessary and is divisive.

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Each principle considered independently is excellent, and I applaud the freedom and inclusiveness they express. Some of them do seem in tension with one another, though. For example, free expression and academic freedom could be in tension or conflict with commitment to diversity and inclusion. Which value would take precedence if, for instance, a racial supremacy group wanted to become an endorsed University organization--for staff, faculty, or students? Would there be a point at which we would say that embracing diversity means that certain expressions of racial supremacy are not allowed the freedom of expression in this community?

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The flyer states that the special focus will be "What about Social Justice," and that is one reason I very much hope to attend.

Social Justice in career-preparation academic programs might be one topic to discuss (Business, engineering, all fields of medicine, education, lend themselves to this in particular)

How does our service reflect a commitment to social justice? And what place does charity hold in the issue of social justice and service?

I would like to suggest that an important matter for discussion is the restoration of social justice as one of our core values. While it is mentioned elsewhere within the document I believe that social justice is “transcendent” and should be integral to everything we do here at the University of Pittsburgh.

In reading over the Pitt Principles draft, I was confused about the purpose of this document. I assume it is intended to be a statement of principles for everyone at Pitt? The wording of the Diversity and Inclusion value [“...excellence in teaching and research.”] appears to apply only to faculty and research staff. I would argue that this needs to be broadened to consider all types of diversity and inclusion as they would apply to students inside and outside the classroom and to staff. The elaboration below the Principle is much broader. However, I think that wording still needs work.

One basic issue with this principle is the definition of each of the terms used. These words mean many different things to different groups. I am not sure how to get around this problem. I suspect you don’t really mean that you want every type of person at Pitt either as faculty, staff or students. I think you have to include that long list of protected groups, noting that this is not complete. Be sure to mention SES, those born in foreign countries and adults of all ages [if we really want these types of diversity].

The recruitment and retention should come later and not be the first sentence.

The section on “...maintaining the highest standards...” needs to consider how this would apply to students and staff. It appears to focus on faculty as presently written.

I like the last two sentences.

In the section on Pursuit of Knowledge principle, the idea of artistic excellence seems odd to me. Artistic excellence needs to be defined. How is this related to knowledge?

The Shared Governance principle is confusing. Do we truly value equity [or equality] among all groups? Should students be able to dictate what is taught in classes? Should everyone be making major budget decisions? I would rephrase this to talk about openness in decision making and the need for discussion and debate among all members of the Pitt community.

**Do you have any comments or suggestions on the Pitt Principles statement?**

I think that we need to discuss the distinction between free speech and hate speech openly.

**Do you have any comments or suggestions on the Pitt Principles statement?**

I believe the University should include in its Principles our commitment to creating a healthy and sustainable campus. It is important that we all – students, staff, and faculty – work together to reduce our negative impacts on the environment

for the future of our school and our world. Efforts to increase recycling, energy reduction competitions in the dorms, and other initiatives within our campus demonstrate the importance of including at least a small statement on how we as a University view environmental sustainability as one of our core values.

**Do you have any comments or suggestions on the Pitt Principles statement?**

I value the task of creating a shared set of principles for the Pitt community. The principles selected by the committee are integral to an academic institution, however how the principles are interpreted and put into place at the University are paramount. The principle of "Free Expression" is wonderful in its protection of free expression and academic freedom, but I feel that "free speech" should also be expressed in it as a core value. The principle of "Diversity and Inclusion" is necessary to protect the well-being of all members of our community, however it should be reinterpreted not as recruiting and retaining diverse peoples, increasing awareness, and encouraging participation. It should be interpreted primarily as an individual's right and ability to express their diverse nature should they please, and an appreciation of all members of the community regardless of diverse qualities. All people are diverse in some way, and it is our duty at the University of Pittsburgh to foster a community which allows people to discover themselves, express themselves, and value all others regardless of specific qualities. This is primarily because some diverse people that I know (who wish to remain anonymous) express concern that the University sets them and their diverse nature on a pedestal which separates them from everyone else rather than makes them feel included.

**Do you have suggestions on what topics should be covered on the first** Focus should be put on how the principle of "Diversity and Inclusion" is both executed institutionally and individually, how best to encourage social justice by treating all people as humans endowed with equal opportunities and rights regardless of race, sexual orientation, etc.

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open forum  
(Oct. 10th)?

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Use of the terms "socially useful" and "socially valuable." Although I suspect I know what was meant by these terms, they can be used in very different ways by people with different underlying values. For example, think about what a Nazi would classify as being socially useful or valuable. I think we need to specify what the underlying values are in more clear terms.

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In addition to the current principles, a statement on the University's commitment to educational experiences of students, in particular to student learning, would help strengthen the principles.

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As written, this is good. I have seen a Pitt faculty member blackballed from promotion due to her conservative religious values; hardly a way to encourage open debate. Of course, it was disguised as a "complaint" of holding views that were not socially equitable in discussions with students. It was sad to see her leave due to the preference of the administration for a different viewpoint.

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This is probably worse than a waste of time. Some of the wording, and the bulk of the written comments, illustrate the susceptibility of this kind of exercise to political hijacking. "Social justice" is left-wing collectivist propaganda terminology. Justice is simply justice. In the current context, "inclusion" and "equity" are also politically loaded terms. As is "socially useful" knowledge. Doesn't Pitt already have a "mission statement?" How many missions are we to serve, before dilution sets in?

**Do you have any comments or suggestions on the Pitt Principles statement?**

I have some comments around Dr. Daniel's article. I actually find much of Dr. Daniel's thoughts to insightful and logical. We cannot simply make broad, sweeping statements without thinking about how we hold ourselves accountable to them. Too often we articulate mission, vision, and goal statements and never think about how we will assess our progress, or lack thereof, for those things. He is also correct in his statement related to an alt-right group potentially fitting in to the broad statements on diversity.

However, Dr. Daniel succumbs to the same assumptions that he is challenging. By singling out particular departments and offices related to their statements on diversity without asking if they are implementing strategies to support them or surveys to assess them, is as equally short-sighted as developing those statements and not having a plan to work towards them. On behalf of the Office of Residence Life, I first thank Dr. Daniel for pointing out our grammar error, which has been corrected, and I second invite him or anyone from the University Senate to meet with us to discuss the myriad ways we are actively supporting our Diversity Statement through training, programming, and assessment. Over the past three years, we have actively implemented a number of things in an effort to live our Diversity Statement.

Beyond Residence Life, I question the lens Dr. Daniel had when writing this letter. Is it at the request of the University Senate? From his role as a professor? Emeritus vice provost? I ask those questions because outside of calling for increased diversity in hiring of faculty and staff, there is no direct mention of faculty or their role in the diversity and inclusion aspects of our campus. I've spoken with countless students who describe hostile and discriminatory environments and statements (e.g., microaggressions) in their classrooms. Where is the recommendation about how to engage faculty in these processes? Additionally, at the beginning of his article it feels as though Dr. Daniel is arguing against affirmative action, but his second recommendation is asking for blatant, and potentially discriminatory, recruitment of Black students, faculty, and staff. Finally, countless institutions, Pitt included, have made the recruitment of diverse students a focus of their admissions policies. Many of those same institutions have done this in a short-sighted manner without thinking about the services those

students might need once they arrive on campus leading to a poor educational experience for those students and often low retention and high transfer rates. Student Affairs is often, though not exclusively, charged with supporting the needs of diverse students and I know that we welcome that work in the Division here at Pitt. However, I also know that we have one of the smallest divisions of student affairs in the ACC and are stretched thin. Increased diversity in enrollment is beyond necessary at Pitt, but with that comes the increased need for support. Where are those staff, financial, and facility resources coming from? There's no mention of that or the potential budget impact for Dr. Daniel's recommendations.

I agree with the argument that Dr. Daniel makes and welcome the dialogue that I think his article will have. In the future I just wish more intention would be made to ask the singled-out units what they are already doing rather than assuming we posted a Diversity Statement and then ignored it.

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Regarding the "Pitt Principles" formulated by the University Senate, I would like to suggest the following recommendations to the Draft of 4 September 2017

1. Possible Title:

University of Pittsburgh  
Statement of Principles

2. Free Expression

Second paragraph begin with "Free expression and academic freedom..."

Change to:

Free expression and academic freedom...are essential elements of the University's culture. The University holds the highest commitment to free speech, academic freedom, and reasoned intellectual dialogue. The ability to think critically, grapple with opposing viewpoints, formulate arguments supporting one's position, and freely express that position, remain crucial to the enterprise of higher education.

### 3, Diversity and Inclusion

After the first sentence: "...and active inclusion in all aspects of University life."

Insert this sentence:

The university recognizes the benefits of a diversity of cultures, ideas, belief systems, and values, which are all welcomed under our inclusion policy.

**Do you have suggestions on what topics should be covered on the first open forum (Oct. 10th)?**

I believe while "social Justice:" is a concern it should have its own statement. I would see this draft as a statement reaffirming the University's value of free speech and expression. Just that.

**Do you have any comments or suggestions on the Pitt Principles statement?**

- Should the word "speech" be explicitly included under freedom of expression to make it more clear
- Pursuit of knowledge should come first. This is core to what the University does
- The words "socially useful" should be stricken from the pursuit of knowledge section. Who decides what is socially useful? Could be used as justification to defund certain humanities fields that don't "further society through productive research" (as an example).
- Diversity & Inclusion section does a great job describing D&I, but a poor job describing equity and social justice. Social justice isn't referenced at all in the long paragraph, but included in bold statement. Should be defined in the explanatory paragraph
- Shared Governance is missing a statement about transparency. Especially important between the Board and other stakeholders



-The final sentences reference "these core values" when the document is titled "Pitt Principles". We need consistent language throughout. Either principles or values, can't be both.